



## Faculty Senate

East Carolina University

140 Rawl Annex Building • Greenville, NC 27858-4353

252-328-6537 office • 252-328-6122 fax

[faculty senate@ecu.edu](mailto:faculty senate@ecu.edu) • [www.ecu.edu/fsonline](http://www.ecu.edu/fsonline)

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### MEMORANDUM

TO: Members of the Faculty Salary Study Committee:  
Annette Peery                      Tim Gavin                      Brenda Killingsworth  
Katrina DuBose                      Ruth Ann Cook                      Laura Yan

FROM: Marianna Walker, Chair of the Faculty

A handwritten signature in black ink that reads "Marianna Walker".

DATE: May 26, 2010

SUBJECT: Initial Faculty Salary Study Report

I want to first thank each of you for your efforts thus far on this important topic. As I have read back through all of the material provided in your report that was presented to the Academic Deans and Directors on May 13, I am impressed. Traditionally this salary information, provided by Institutional Planning, Assessment, and Research (IPRE), has been available to the University community. However, this is the first time, since the conception of the 2005 Faculty Senate Resolution, that a group has been formed to address the faculty salary issues as outlined in the resolution. I am pleased that this yearly compilation of salary data will aid both the Faculty Welfare Committee and Faculty Salary Study Committee in their efforts to mitigate any possible salary imbalances.

When this initial report was distributed to the Faculty Senate Agenda Committee in April, there was discussion about the nature of the report to the Senate and a request for supplemental information was made and forwarded to members of the Study Committee in May. In light of the resolution to "study the salary structure" and from the discussion at the Deans and Directors meeting, I understand the lack of unit administrators' salaries included in the initial report and agree that the salary of the unit administrator (while also considered faculty) should be separate and, if included in the report, should not be included with faculty salaries. I also understand the interest in protecting faculty members' Banner ID numbers.

This initial Faculty Salary Study Report provides the process by which the Study Committee wishes to conduct business and work toward obtaining the annual salary information. The 2005 Faculty Senate resolution is unclear regarding the Faculty Welfare Committee's continued role in addressing salary imbalances. Since the Faculty Welfare Committee has been intimately involved in salary matters over the

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past 8+ years, as demonstrated in their meeting minutes and discussions with past Committee Chairs, it was determined that this committee needed to be "in the loop" when reporting to the Faculty Senate on issues related to their committee charge. Therefore, the Faculty Welfare Committee will receive a copy of the initial Faculty Salary Study Report prior to its inclusion in the September 2010 Faculty Senate agenda. At the Senate meeting, I will invite Professor Annette Peery, Chair of the Faculty Salary Study Committee, to present the 2010 initial report of the group.

Also, because the 2005 resolution is unclear, I will charge the Faculty Welfare Committee with taking a leadership role in refining the 2005 resolution. This refinement will provide more clarity on the current issues, increase the involvement of faculty in the discussion, and possibly place oversight of this informal study committee's activities within the Faculty Welfare Committee.

Again, I applaud the Faculty Salary Study Committee's collaborative efforts thus far on this ongoing issue and I look forward to working with all of you in meeting the needs of the faculty at East Carolina University.

Attachment (2005 Resolution)

c: Chancellor Steve Ballard  
Faculty Officers  
Faculty Welfare Committee Members